

UT Long SOM Faculty Members with VA Appointments

1. How is the UT BENEFITS eligibility affected when a UT faculty member has a partial appointment at the VA?

For faculty members with VA appointments, benefits eligibility is based on the sum of the appointment percentages between UT Health San Antonio and the VA and is summarized in the following chart:

Combined Appointment % (UT Health San Antonio & VA)	UT Benefits Eligible	UT Medical Insurance Premium Sharing
75% to 100%	Yes	100%
50% to 74%	Yes	50%
<50%	No	N/A

UT Eligible Benefits	
Medical	Yes; See chart above for premium sharing
Dental	Yes
Vision	Yes
Short Term Disability	Yes; Based on UT Health salary only
Long Term Disability	Yes; Based on UT Health salary only
Group Term Life Insurance	Yes; Based on UT Health salary only
Accidental Death & Dismemberment	Yes; Based on UT Health salary only
UT Flex - Health Care	Yes; Can contribute max of \$2,550
UT Flex - Dependent Care	Yes; Can contribute max of \$5,000
Retirement (Mandatory & Voluntary)	Yes; Based on UT Health salary only
Leave Accruals	Yes; Pro-rated based on UT Health appointment only

I _____ (print name) am aware that my percent faculty effort is increasing / decreasing (circle) and acknowledge that my benefits may be affected by this change part-time/full-time status.

Faculty Signature

Date

- Is Group Term Life Insurance available at 3x salary without documentation of insurability or 4-10x with documentation of insurability? Also, is Life Insurance based on the UT Health salary only?

Life insurance is available at 3x salary without providing Evidence of Insurability (EOI). Life insurance coverage at 4x to 10x salary is subject to EOI. Life insurance is based on the UT Health San Antonio salary only; the VA salary is NOT included. The VA offers benefits related to the VA portion of the salary.

- Are faculty members eligible for benefits such as Short Term Disability, Long Term Disability, Flex Health, and Flex Dependent Care?

Yes, see above chart for benefits available.

2. What about retirement benefits eligibility?

When a faculty member's combined appointment is between 50% and 100%, and the faculty member meets retirement criteria with either TRS or ORP, s/he could also be eligible for retirement benefits (ie, medical, dental, etc.).

For combined appointments less than 50%, the faculty member is not eligible for retirement through TRS/ORP or for retirement benefits.

To qualify for retirement benefits, such as medical coverage with BCBS, the faculty member must meet the defined criteria around hire date and age plus years of service (known as the Rule of 80). If a faculty member was hired prior to 2003, they must be 55 years of age with at least 5 years of UT service OR meet the Rule of 80. If the faculty member was hired after 2003, they must be 65 years of age with at least 10 years of UT service OR meet the Rule of 80. ('Years of service' are counted as 'years' no matter what percentage appointment occurred.)

3. Are the UT and the VA salary portion adjusted in relation to each other? If the VA decides to drop a faculty member's appointment partially or completely, must UT make up the appointment percentage and salary difference?

Prospective Long SOM faculty receive an Offer Letter that shows the expected percentage of salary and the base rates paid by each entity (UT, VA) in accordance with the job description. Benefits eligibility is clearly referenced in the Offer Letter along with contact information, so there is full disclosure before that individual agrees to UT faculty employment and a salary portion from the VA.

In the past when VA salary rates were lower than those of UT, the VA salaries were supported by paying higher UT salaries. For the past several years, the VA salary portion has nearly always been at a salary rate greater than what UT is able to pay. Long SOM Finance has continued to advise that the two salary rates be 'uncoupled' and no salary adjustments made, recognizing that the higher rate VA portion can help in faculty recruitment and retention because the total salary is more market-competitive.

Should the VA decide to stop paying for a faculty member's role (percentage or 8ths), UT is not and has never been under obligation to make up for those dollars or work percentages, and often cannot

do it. On the other hand, UT (the department, division) generally has a strong commitment to continue employing the faculty member or they would not have recruited the faculty member in the first place, so a new job description is negotiated toward achieving full UT faculty appointment.

This applies even when the faculty member has a tenure track or with tenure appointment, but if tenure has been granted, then the individual does not lose tenure, just income, and correspondingly they have a lower time commitment until the role responsibilities are renegotiated. Generally, for research faculty members, continuing to attract grant funding should suffice to justify continuing VA employment. A clinical faculty member who loses VA percentage could add hours and salary back by negotiating to increase UT Medicine or other clinical time.